

# **Probationary Firefighter**



**Selection Process  
2016**

# WEATHERFORD

## *Fire Department*

### **ESSENTIAL JOB FUNCTIONS:**

- Perform fire-fighting tasks (e.g., hoseline operations, extensive crawling, lifting and carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry), rescue operations, and other emergency response actions under stressful conditions while wearing personal protective ensembles and self-contained breathing apparatus (SCBA), including working in extremely hot or cold environments for prolonged time periods
- Wear an SCBA, which includes a demand valve-type positive-pressure facepiece or HEPA filter masks, which requires the ability to tolerate increased respiratory workloads
- Exposure to toxic fumes, irritants, particulates, biological (infectious) and non-biological hazards, and/or heated gases, despite the use of personal protective ensembles and SCBA
- Climb four or more flights of stairs while wearing fire protective ensemble weighing at least 50 lb or more and carrying equipment/tools weighing an additional 20 to 40 lb
- Wear fire protective ensemble that is encapsulating and insulated, which will result in significant fluid loss that frequently progresses to clinical dehydration and can elevate core temperature to levels exceeding 102.2°F
- Searching, finding, and rescue-dragging or carrying victims ranging from newborns up to adults weighing over 200 lb to safety despite hazardous conditions and low visibility
- Advancing water-filled hoselines up to 2 1/2 inches in diameter from fire apparatus to occupancy [approximately 150 ft], which can involve negotiating multiple flights of stairs, ladders, and other obstacles
- Climbing ladders, operating from heights, walking or crawling in the dark along narrow and uneven surfaces, and operating in proximity to electrical power lines and/or other hazards
- Unpredictable emergency requirements for prolonged periods of extreme physical exertion without benefit of warm-up, scheduled rest periods, meals, access to medication(s), or hydration
- Operating fire apparatus in an emergency mode with emergency lights and sirens
- Critical, time-sensitive, complex problem solving during physical exertion in stressful, hazardous environments, including hot, dark, tightly enclosed spaces, that is further aggravated by fatigue, flashing lights, sirens, and other distractions
- Ability to communicate (give and comprehend verbal orders) while wearing personal protective ensembles and SCBA under conditions of high background noise, poor visibility, and drenching from hoselines and/or fixed protection systems (sprinklers)
- Functioning as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members

### **ADDITIONAL DUTIES AND RESPONSIBILITIES:**

- Administer first responder medical treatment to ill and injured
- Participate in the Department's physical fitness training and wellness programs
- Complete departmental training programs, drills and education requirements
- Perform general maintenance/repair to department facilities, apparatus and equipment
- Participate in public relations events (tours, education programs, festivals, etc.)
- Pass criminal history background check, motor vehicle review, drug and alcohol test, and a pre-placement physical assessment

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### MINIMUM EDUCATION AND CERTIFICATION REQUIREMENTS:

- Citizen of the United States
- High School diploma or equivalent
- Eighteen years of age or older
- Certified Firefighter with the Texas Commission on Fire Protection
- EMT-B, EMT-I, or Paramedic by the Texas Department of State Health Services
- Class C Driver's License, must obtain Class B License within 12 months of employment

### CRIMINAL HISTORY AND MOTOR VEHICLE REVIEW REQUIREMENTS:

Comprehensive background investigations are conducted to establish evidence of good moral character, well-adjusted personality and a pattern of conduct and behaviors acceptable to the Weatherford Fire Department. Specifically:

- Must not have charges pending, have admitted guilt or been found guilty, including Deferred Adjudication, of committing a Felony or Class A Misdemeanor.
- Must not have any Class B Misdemeanor convictions within the last seven years. This includes DWIs, DUIs and DUIDs.
- Must not have any convictions for family violence offenses
- Must have a good driving record – disqualifiers include:
  - Three or more moving violation convictions in two years,
  - Two or more at fault motor vehicle accidents in a three year period

### MEDICAL AND PHYSICAL REQUIREMENTS:

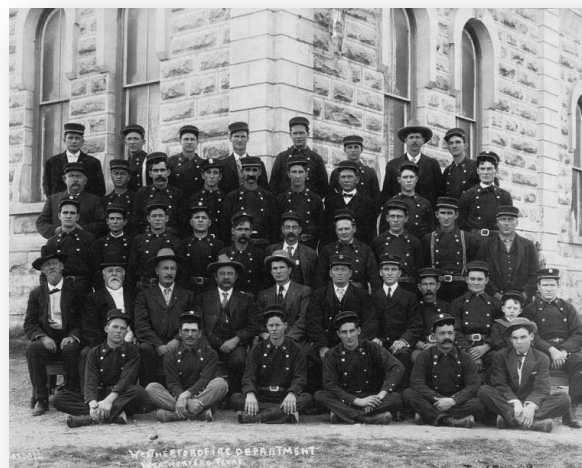
To be eligible for employment as a firefighter, you must meet the medical requirements of the current edition of NFPA 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments. See next page for additional information.

### SALARY:

- Entry Level.....\$3701/month
- Six-Months.....\$3794/month
- 1 Year.....\$3888/month

### BENEFITS:

- Certification Pay
- Longevity Pay
- Medical, Dental and Vision Insurance
- Retirement Plan (TMRS 2:1 match @ 7%)
- Flexible Spending Account
- Deferred Compensation 457k
- Paid Holidays, Vacation and Sick Leave



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The following table is based on NFPA 1582. The table identifies some of the applicable conditions that might interfere with one's ability to safely perform essential job functions.

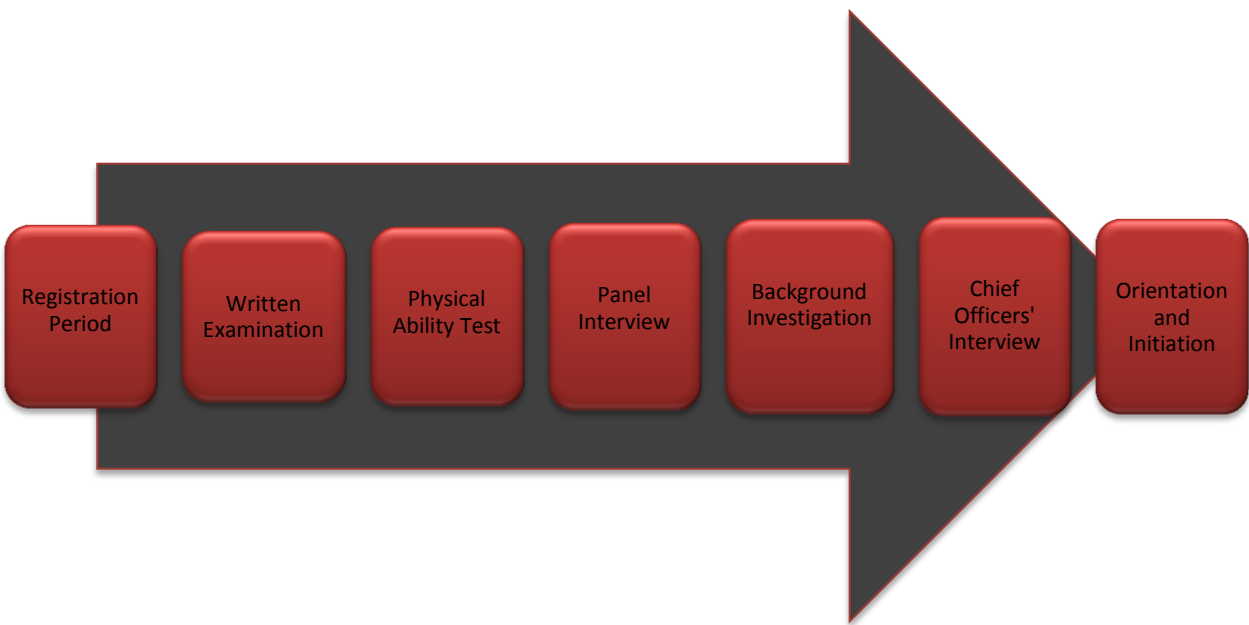
<b>General</b>	<ol style="list-style-type: none"> <li>1) Any condition preventing use of firefighter protective clothing and SCBA</li> <li>2) Active tuberculosis or other air-transmissible infectious disease</li> <li>3) Any disease or injury that causes, or may cause syncope or altered level of consciousness</li> </ol>
<b>Eyes &amp; Vision</b>	<ol style="list-style-type: none"> <li>1) Far visual acuity less than 20/40, corrected with contact lenses or glass; or far visual acuity less than 20/100 uncorrected</li> <li>2) Color perception – monochromatic vision resulting in inability to use imaging devices such as thermal imaging cameras</li> <li>3) Any eye condition that results in the candidate not being able to safely perform one or more of the essential job functions</li> </ol>
<b>Ears &amp; Hearing</b>	<ol style="list-style-type: none"> <li>1) Chronic vertigo or impaired balance</li> <li>2) Hearing loss in the unaided better ear greater than 40 dB at 500 Hz, 1000 Hz, 2000 Hz and 3000 Hz</li> <li>3) Any ear condition or hearing impairment that results in the candidate not being able to safely perform one or more of the essential job functions</li> </ol>
<b>Heart</b>	<ol style="list-style-type: none"> <li>1) Coronary artery disease, including history or myocardial infarction, angina pectoris, coronary artery bypass surgery, coronary angioplasty, and similar procedures</li> <li>2) Cardiomyopathy or congestive heart failure, including signs or symptoms of compromised left or right ventricular function, including dyspnea, S3 gallop, peripheral edema, enlarged ventricle, abnormal ejection fraction, and/or inability to increase cardiac output with exercise</li> <li>3) Any cardiac condition that results in the candidate not being able to safely perform one or more of the essential job functions.</li> </ol>
<b>Spine &amp; Axial Skeleton</b>	<ol style="list-style-type: none"> <li>1) Scoliosis of thoracic or lumbar spine with angle greater than or equal to 40 degrees</li> <li>2) History of spinal surgery involving fusion of two or more vertebrae, or rods that are still in place</li> <li>3) Any spinal or skeletal condition that results in the candidate not being able to safely perform one or more of the essential job functions</li> </ol>
<b>Neurological Disorders</b>	<ol style="list-style-type: none"> <li>1) All epileptic conditions including simple partial, complex partial, generalized, and psychomotor seizure disorders – a candidate with epileptic conditions shall have had complete control during the previous 5 years</li> <li>2) Hemi-paralysis or paralysis of a limb</li> <li>3) Any neurological condition that results in the candidate not being able to safely perform one or more of the essential job functions</li> </ol>

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## SELECTION PROCESS OVERVIEW:

The selection process begins with a **registration period**. Interested candidates who currently meet the minimum age, education and certification requirements shall submit a résumé to serve as their “registration.” Additionally, applicants should review the criminal history, motor vehicle review, and medical/physical requirement to ensure that they qualify as an eligible candidate for employment.

After the closing of the registration period, selected candidates will take a **written examination**. Candidates with top scoring written exams will receive an invitation to the **physical ability test**. Candidates with the top combined scores (written exam and physical ability test) will be scheduled to participate in a **panel interview**. Candidates who successfully pass the panel interview will progress to the **background investigation**. Top candidates will then proceed to the **chief officers’ interview**. Depending on the number of open entry-level positions, a conditional offer of employment may be extended to the top candidate(s).



## REGISTRATION PERIOD

- The registration period opens on January 12, 2016 and closes on Feb 12, 2016.
- Candidate must submit a résumé to [abush@weatherfordtx.gov](mailto:abush@weatherfordtx.gov) to register for the exam.
- Candidates approved to take the written exam will receive an emailed invite with further details.

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### WRITTEN EXAMINATION

- The written examination will be held on March 26, 2016 at 9:00 AM; location to be determined.
- The multiple choice exam may cover the following: reading ability, mathematical reasoning, interpersonal skills, teamwork, commitment, honesty, integrity, emotional stability, thoroughness, attention to detail, commitment and devotion, following instructions, EMS duties, performing station duties with others or independently, and overall job performance.
- Failure to show-up or late arrival will result in disqualification from the selection process.
- Those candidates who served in the United States Armed Forces and received an honorable discharge have the opportunity to receive an additional 5 points on the written exam. To receive the points, the candidate must score at least a 70% on the exam and must bring a copy of their DD214 to the exam.
- A passing grade does not guarantee continued consideration. Only top scorers will advance in the process to the physical ability test.

### PHYSICAL ABILITY TEST:

*APPLICANTS WITH PHYSICAL OR MEDICAL CONDITIONS OF ANY NATURE SHOULD:*

1. *CONTACT THEIR PHYSICIAN PRIOR TO TAKING THE PHYSICAL ABILITY TEST TO DETERMINE IF IT IS ADVISABLE TO PARTICIPATE.*
2. *WITHDRAW FROM THE PROCESS IF THEY HAVE ANY CONDITION OR LIMITATION THAT PREVENTS THEM FROM SAFELY PARTICIPATING.*

*The City of Weatherford, the Weatherford Fire Department, its agents and employees do not assume any responsibility for the effect this test may have on an applicant's health or medical condition. Further, the City of Weatherford, the Weatherford Fire Department, its agents and employees accept no responsibility or liability for any injury an applicant might sustain during the test. This test should be considered strenuous physical activity and as such carries a risk of injury.*

- The Physical Ability Test will be held on April 20 and 21<sup>st</sup>, 2016. The times and location will be disclosed to eligible candidates shortly after the written exam.
- The physical ability test measures the capabilities of firefighting recruits along multiple job-specific areas.
- Candidates with top written exam scores and fastest physical ability times will be contacted for a panel interview.

### PANEL INTERVIEW

The interview panel consists of members from various ranks within Weatherford Fire Department. Each candidate interviewed will be asked the same behavioral-based questions. Candidates should draw from recent work experiences and life experiences in their responses.

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Be yourself and be honest when communicating. The top scoring candidates from the panel interview will continue in the selection process to the background investigation.

### **BACKGROUND INVESTIGATION**

The Weatherford Fire Marshal's Office will conduct the background investigation. The Fire Marshal's Office will conduct reference, criminal history and driving record checks. See **CRIMINAL HISTORY AND MOTOR VEHICLE REVIEW REQUIREMENTS** listed above for more information.

### **CHIEF OFFICERS' INTERVIEW**

This final interview will determine which candidate(s) will be extended a conditional offer of employment. Pre-employment tests such as a medical assessment and drug/alcohol screening will follow.

### **ORIENTATION AND INITIATION**

A probationary firefighter starts his/her career with the Weatherford Fire Department by completing an 80 hour orientation (8am-5pm, M-F). Upon successful completion, the probationary firefighter is assigned to shift work.

The initiation period will continue for the probationary firefighter's first year of employment with the Weatherford Fire Department. Throughout this initiation period the probationary firefighter will be evaluated by both the Operations Division and the Training Division.

